

MINUTES
of the meeting of the
BOARD OF DIRECTORS of SOMERSET ACADEMY OF LAS VEGAS
April 18, 2013

The Board of Directors of Somerset Academy of Las Vegas held a public meeting on April 18, 2013 at 6:30 pm at 385 W. Centennial Parkway, North Las Vegas, Nevada.

1. Call to order, roll call

Board Chair Crystal Thiriot called the meeting to order at 6:41 pm. Present were board members, Eric Elison, Cody Noble, Brian Smith and Crystal Thiriot.

Board Members Scott Hammond, Dana Dingee and Amy Malone were absent.

Also present was the Principal of the North Las Vegas Campus, Gayle Jefferson, Assistant Principal of the North Las Vegas Campus, Elaine Kelly, Principal of the Emerson Campus, Reggie Farmer, Assistant Principal of the Oakey Campus Danielle Fahey and Academica Nevada Representatives Ryan Reeves and Carlos Segrera.

2. Public Comment

Melonie Smith addressed the Board and stated that she was a 5th grade teacher at the North Las Vegas Campus of Somerset Academy. Mrs. Smith stated that her comments were in regards to teacher pay based upon performance. Mrs. Smith stated that she felt teacher pay should be based upon multiple factors including student growth, teacher evaluations, parents' satisfaction, attendance, and professional development. Mrs. Smith stated that she felt it was important for a well thought out plan to be devised before the Board accepted any policy regarding teacher pay for performance.

Mrs. Smith asked the Board how they would afford to pay teacher salary increases. Mrs. Thiriot responded that teacher salary increases would be subject to state increases in funding.

Mr. Reeves stated that if the Board would allow him to address the public comment by Mrs. Smith he would like to speak to the status of drafting a teacher compensation plan based upon performance as listed in the meeting's agenda. Mr. Noble stated that he would like Mr. Reeves to address Mrs. Smith's public comment.

3. Approval of Development and Implementation of Performance Based Teacher Compensation Plan.

Mr. Reeves stated that the Board at their last meeting in March had addressed what the framework of a teacher compensation plan should be based upon. Mr. Reeves stated that at the last Principals' meeting teacher pay based upon performance was discussed in more detail. Mr. Reeves stated that at the last Principals' meeting the Principals stated that they would like to incorporate the Danielson evaluation model into a pay for performance plan. Mr. Reeves stated

that the Danielson evaluation was currently being used for the teacher's evaluations and could easily be implemented into the framework of a plan for teacher pay based upon performance.

Mr. Reeves mentioned that the Nevada Legislative Bureau encouraged the inclusion of accomplished teachers in drafting a teacher compensation plan. Mr. Reeves stated that he felt it would be helpful to include the Somerset Academy teachers in receiving input for the drafting of a teacher compensation plan. Mr. Reeves stated that he felt it was important to include student growth and community feedback in the teacher compensation plan framework. Mr. Noble stated that he felt it was important for the teachers to be involved in the decision of implementing a teacher compensation plan.

Principal Jefferson stated that considerations should be taken by the Board with regards to certain teachers pay for performance framework being different. Principal Jefferson explained that it was very difficult to measure student growth when dealing subjects such as Art or Music.

Mr. Elison asked the Principals what the time frame was for drafting a final teacher compensation plan. Principal Jefferson stated that it would be preferred to have the plan completed before the end of the school year. Mr. Noble asked when the teachers would be re-issued new contracts. Mr. Reeves stated that it would be beneficial to the school to wait until the end of June to issue new contracts to teachers. Mr. Reeves stated that the school would not know what the state funding is for the 2013-2014 school year until June and that the CRT results would not be accessible until the end of June or later.

Mr. Noble asked Mrs. Smith if the discussion and information that was presented addressed her question regarding teacher pay for performance. Mrs. Smith replied that her question was answered.

4. Report on Facilities.

Mr. Reeves directed the Board's attention to photos of the proposed Sky Pointe Campus in the support materials. Mr. Ziev mentioned that the pictures in the support materials were one week old. Mr. Ziev stated that the second floor of the campus was now being constructed.

Mr. Ziev updated the Board on the status of finding a new property for a North Las Vegas K-12 site. Mr. Ziev stated that School Development, LLC had issued a letter of intent for a site near the intersection of Lossee Road and Lone Mountain Road. Mr. Ziev stated that the offer was followed by a counter offer from the property owner which was accepted. Mr. Ziev stated that the acceptance of the offer was not binding to the school or to School Development, LLC but that it showed an agreement on price had been reached. Mr. Elison asked how large the property was. Mr. Ziev stated that the property was 16.9 acres.

Mr. Ziev stated that he felt it was important for the city to install a stop light in front of the property to help with traffic. Mr. Noble expressed that he had serious concerns about the amount of traffic that Lossee Road received during the morning. Mr. Elison stated that the Fifth Street project should alleviate some of the traffic pressure from Lossee Road but that the project was a few years out from completion. Mr. Elison agreed that currently Lossee Road received a lot of

traffic. Mr. Ziev stated that he had spoken with a traffic engineer about the project and would continue to receive advice on how to address the traffic situation.

Mr. Thiriot asked Mr. Ziev if there would be more than one entrance to the campus. Mr. Ziev stated that the site had the ability to have more than one entrance. Mrs. Thiriot asked Mr. Ziev how the school would be secluded from Lowe's and the wash behind the site. Mr. Ziev stated that the wash currently was fenced and that a fence would be installed to divide the school site from Lowe's.

The Board asked Mr. Ziev if there were any other properties that could serve as an alternative choice to the site he was presenting. Mr. Ziev reviewed with the Board some of the sites they had inquired about. Mr. Ziev stated that at the current time the Losee Road and Loan Mountain Road site was the best option available.

Mr. Ziev and Ryan Reeves addressed the Board with a new proposal for the expansion of the North Las Vegas playground. Mr. Reeves asked for the Board's permission with moving forward on the expansion of the playground pursuant to the new design. The Board approved the new drawings and asked Mr. Reeves to move forward with expanding the playground at the North Las Vegas campus.

5. Approve Minutes of the March 7, 2013 Meeting.

Upon motion and second, the Minutes of the March 7, 2013 meeting were unanimously approved.

6. Selection of Contractor for Participation in NV Energy Solar Renewable Grant Program.

Bo Balzar from Bombard Renewable Energy presented to the Board his proposal for Somerset Academy's solar project. Mr. Balzar stated that Bombard Renewable Energy was offering a proposal that would complete the installation within the Grant amount with zero out of pocket expense to the school. Mr. Balzar stated that Bombard Renewable Energy would install a 50 kilowatt system on the roof of the school. Mr. Balzar stated that third party financing was a route that the school could go to receive a larger system at zero cost to the school. Mr. Balzar explained the details of how a Purchase of Power Agreement worked. Mr. Balzar stressed his company's experience in completing solar projects for schools.

Nick Mascia and Jason Sedin of QES Solar addressed the Board. Mr. Mascia spoke about the services and costs of their proposal. Mr. Mascia stated that the panels QES proposed to use were American made. Mr. Mascia spoke to the Board regarding some of the details of why the Board should choose to contract with a smaller company such as QES. Mr. Sedin spoke to the Board about how using QES's ballasted system would maximize the amount of energy the solar system could produce with minimal structural work to the building.

Mr. Elison asked the QES representatives what the out of pocket cost of the school would be if they were to go with QES. Mr. Mascia replied that the cost to the school would be minimal.

Mr. Reeves reviewed the pricing of the three written proposals received for Somerset Academy's NV Energy Solar Renewable Generations incentive. Mr. Reeves stated that Bombard Renewable Energy's proposal was zero out of pocket costs to the school, Service 1st Energy Solutions was zero out of pocket costs to the school and the QES proposal was \$5,000 out of pocket costs to the school. Mr. Reeves stated that QES and Service 1st Energy Solutions did not include prevailing wage in their proposal price. Mr. Balzar confirmed that Bombard Renewable Energy's proposal included prevailing wage. Mr. Noble asked Mr. Sedin if the implementation of prevailing wage would affect his bid. Mr. Sedin stated that he believed the implementation of prevailing wage would not affect his bid.

Mr. Noble asked Mr. Balzar to give the Board additional details describing the type of componentry Bombard Renewable Energy would use. Mr. Balzar stated that the panels Bombard Renewable Energy would use would either be Trina or Handwell. Mr. Balzar stated that both of those panels were Chinese manufactured with . Mr. Balzar spoke to the Board regarding additional hardware that Bombard Renewable Energy would use if chosen to the contract the project.

Mr. Reeves stated that Mr. Mascia had been influential in receiving the incentive from NV Energy, but that he was no longer partnered with the Solar installation company that participated in the initial application process. Mr. Reeves asked that if the Board chose not to contract with QES that Somerset Academy consider compensating Mr. Mascia once the solar project was completed for his work in writing and filing Somerset Academy's application to NV Energy.

Mr. Elison made a disclosure to the Board that the engineering firm where he is employed, Nino and Moore, had worked with Bombard Electric on a previous proposal. Mr. Reeves stated that Mr. Elison had made the disclosure known to him. Mr. Reeves stated that due to Mr. Elison not having directly profited or having contracted with Bombard Renewable Energy that he did not believe a recusal from voting would be necessary.

Mrs. Thiriot stated that she felt it would be in the best interest of the school to contract with Bombard Renewable Energy to complete their solar project. Mr. Noble stated that he also would prefer Bombard Renewable Energy to complete the solar project. Mr. Noble added that he felt that Somerset Academy should compensate Mr. Mascia for his time and effort for drafting and submitting Somerset Academy's solar application to NV Energy.

Mr. Elison motioned to choose Bombard Renewable Energy as Somerset Academy's solar contractor with the stipulation that the school compensate Mr. Mascia for his work on the application for Somerset Academy once the project is completed. Mr. Noble seconded the motion. The Board unanimously approved.

7. Review of School Budget and Financial Performance.

Mr. Segrera addressed the Board. Mr. Segrera reviewed the balance sheet with the Board. Mr. Noble asked why in the long term liabilities section there was a positive line item regarding the FFE loan. Mr. Reeves stated that when the state did their audit in the previous year they did

not recognize the purchases from the FFE loan as assets. Mr. Reeves stated that since none of the items purchased under the FFE loan were above the \$5,000 threshold for capital assets none of the items were considered assets, hence the FFE loan on the Profit and Loss statement was shown under the Debt Service line item.

Mr. Segrera reviewed the Profit and Loss Statements with the Board. Mr. Noble asked why there was no budget amount for some of the Substitute Teacher expenses in the Profit and Loss Statements. Mr. Reeves explained that some of the school's teachers are delayed in receiving their licenses and because of that those teachers cannot be accounted for in the Licensed Teacher Salaries line item and are paid as long-term substitutes until the issuance of their license.

Mr. Noble asked why the school had gone over budget in the General Administration section. Mr. Reeves replied that most of the overage was incurred in Professional Fees that unexpectedly arose during the year, particularly at the Emerson Campus for costs associated with city and traffic approval of the modular classroom additions.

Mr. Noble asked what Miscelaneous Maintenance & Facilities Costs amounted to \$61,371. Mr. Reeves responded there was not budget for the line item due to those costs being associated with projects that were approved by the Board to be paid from the previous year's surplus for improvement projects at each campus.

Mr. Noble asked why \$12,000 had been budgeted for a lunch program when the school did not have a lunch provider. Mr. Reeves explained that those funds are available to provide lunch to children who show up to the school without a lunch.

Mr. Segrera showed the Board a separate Profit and Loss Statement that included the expenses the Sky Pointe campus was incurring. Mr. Segrera reviewed the Distributive School Account receivables for the entire year.

8. Approval of 2013-2014 Tentative Annual Budget.

The Board tabled item number 7 until the following Board meeting.

9. Discussion of Administrative Structure at new Campuses.

Mr. Reeves stated that the Board had been searching for an administrator to fill a position at the Sky Pointe campus that would have high school experience. Mr. Reeves stated that to allow the Board to consider the most experienced candidates for the operation of the High School Grades, the Board could allow a structure for two co-principals to operate the campus.

Mrs. Thiriot motioned to approve the structure of Co-Principals at the Sky Pointe campus. Mr. Noble seconded the motion. The Board unanimously approved.

10. Review of Annual Accountability Report.

Mr. Reeves presented the Board with a copy of the Accountability report. Mr. Reeves noted the incredible performance of the Somerset Academy students, Principals, and staff. Mrs. Thiriot asked Mr. Reeves if in the future Accountability Reports could also show the data for the individual campuses.

Mrs. Thiriot motioned to acknowledge and approve the 2011-2012 Annual Accountability Report. Mr. Elison seconded the motion. The Board unanimously approved.

11. Review of School Improvement Plan.

Mr. Noble asked for an overview of the School Improvement Plan from the Principals. Principal Farmer stated that the goals included in the School Improvement Plan were focused on raising the student achievement bar higher. Mr. Noble asked how the progress of the students was being tracked. Principal Farmer stated that throughout the school year assessment tools were being utilized but that they would not know how much growth has occurred until the CRT's are taken. Principal Farmer stated that he was very confident that his students would show academic growth.

Mrs. Thiriot motioned to approve the 2012-2013 School Improvement Plan. Mr. Smith seconded the motion. The Board unanimously approved.

12. Review of the Crisis & Emergency Response plan.

Mrs. Thiriot motioned to approve the Crisis & Emergency Response plan in its current condition. Mr. Noble seconded the motion.

13. Formation of a Crisis & Emergency Response development committee.

Mr. Noble asked if the Crisis and Emergency Response committee needed to include a law enforcement officer on the committee. Mr. Reeves stated that he would look further into that detail. Mr. Reeves stated that if there was a need for a law enforcement officer to be on the committee he did not feel it would be a problem finding a willing candidate. Mr. Noble asked if a drawing of each campus could be included in the Crisis & Emergency Response plan. Mr. Reeves stated that the plan could be updated with drawings of each campus.

Mrs. Thiriot volunteered to be a part of the Crisis & Emergency Response development committee. The Board unanimously approved.

14. Public Comment and Discussion.

No members of the public requested to make public comment.

15. Adjournment

Upon Motion and Second, the Board unanimously voted to adjourn the meeting at 9:21 p.m.

Approved on: 6/24/13

Chair Crystal Shinn
Secretary of the Board of Directors
Somerset Academy of Las Vegas